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**THE EFFECT OF GOVERNMENT POLICY ON THE  
RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS  
AND CONSTRUCTION WASTE MANAGEMENT IN ABUJA,  
NIGERIA**



**UUM**  
**YUSUF NASIDI**  

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**Universiti Utara Malaysia**

**DOCTOR OF PHILOSOPHY  
UNIVERSITI UTARA MALAYSIA  
2016**

**The Effect of Government Policy on the Relationship between Organizational  
Factors and Construction Waste Management in Abuja, Nigeria**

**By**

**YUSUF NASIDI**



**Thesis Submitted to  
School of Technology Management & Logistics, Collage of Business,  
Universiti Utara Malaysia,  
in Fulfilment of the Requirement for the Degree of Doctor of Philosophy**



**Kolej Perniagaan**  
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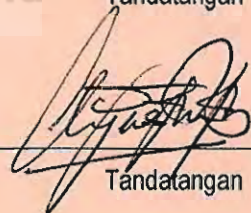
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## ABSTRACT

Poor motivation for the implementation of the construction on-site waste reduction, insufficient waste management skills, the shortage of appropriately designed and decently handled landfill system, lack of team work, unequal workload and task distribution among the divisions is the result of poor organizational structure among construction organizations in Nigeria. Lack of frequent staff training, performance management and human resource management practices and the problems of waste management regulations is the result of improper enforcement of waste management policy and planning framework for waste management. Further the inadequacy of unified waste management regulations and operational system for the enforcement and control of construction waste management practices among others are accountable for the unsuccessful construction waste management. Drawing upon the resource base view theory, this study aimed to examine the effects of government policy on the relationship between organizational factors and construction waste management. A stratified simple random sampling was adopted for the four categories of construction organizations that are registered with the Corporate Affairs Commission. Out of 331 questionnaires' distributed to the construction organizations a total of 178 completed and valid questionnaires were returned, yielding a 53.7 percent response rate. Structural equation model, smart PLS algorithms and bootstrapping were adopted to achieve all of the research objectives. This study found out that organizational structure has a strong and positive relationship with construction waste management. Organizational resources established a strong and positive relationship with construction waste management among Nigerian construction organizations. The government policy shows a strong, positive relationship with construction waste management among construction organizations and it also moderates and strengthens the relationship positively between organizational structure and construction waste management in Abuja. Finally, the study further found that government policy also moderates the relationship between organizational resources and construction waste management in Abuja. The results support the hypothesized direct relationship of the organizational structure and construction waste management with the t-value of 7.09, organizational resources and construction waste management with the t-value of 10.16, government policy and construction waste management with the t-value of 5.42. Government policy moderates the relationship between organizational structure and construction waste management with the t-value of 2.61 and also it moderates the relationship between organizational resources and construction waste management with the t-value of 1.66. The study provides appropriate theoretical, practical contributions to the academic, industry and the policy-makers. It is therefore recommended that construction organizations should focus on organizational factors that influence construction waste management. This study focused on non-hazardous material waste. The study suggested that hazardous waste, time and overrun waste should also be considered; while case study or qualitative method could be adopted in future research.

**Keywords:** organizational structure, organizational resources, government policy, construction waste management



## ABSTRAK

Struktur organisasi yang lemah dalam kalangan organisasi pembinaan di Nigeria telah mewujudkan bukan sahaja motivasi yang rendah untuk pelaksanaan pengurangan sisa di tapak binaan, ketidakcukupan kemahiran pengurusan sisa, kurangnya sistem kambus tanah yang direka bentuk dengan sesuai dan dikendalikan dengan memuaskan, kurangnya kerja berpasukan, malahan menyebabkan ketidaksamarataan agihan beban kerja serta agihan tugas dalam kalangan bahagian di negara tersebut. Selain itu, penguatkuasaan dasar pengurusan sisa dan perancangan untuk pengurusan sisa yang tidak wajar turut menyebabkan kurangnya latihan pekerja yang kerap, kurangnya amalan pengurusan prestasi dan amalan sumber manusia serta masalah pengawalaturan pengurusan sisa. Tambahan pula, ketidakcukupan pengawalaturan pengurusan sisa dan sistem operasi yang berpadu dalam amalan penguatkuasaan dan kawalan pengurusan sisa merupakan antara penyebab yang mendorong kepada kegagalan pengurusan sisa pembinaan. Kajian ini yang mengupayakan teori pandangan asas sumber berhasrat untuk meneliti kesan dasar kerajaan terhadap hubungan antara faktor organisasi dengan pengurusan sisa pembinaan. Persampelan rawak berstrata yang mudah telah digunakan untuk empat kategori organisasi pembinaan yang berdaftar dengan Suruhanjaya Hal Ehwal Korporat di Nigeria. Sejumlah 331 borang soal selidik diedarkan kepada organisasi pembinaan dengan pulangan 178 borang sah yang telah dilengkapkan. Pulangan borang soal selidik ini memberikan kadar respons sebanyak 53.7 peratus. Pemodelan persamaan berstruktur, algoritma PLS yang pintar serta *bootstrapping* diupayakan untuk memenuhi kesemua objektif kajian. Kajian mendapati bahawa struktur organisasi dan sumber organisasi mempunyai hubungan yang kukuh serta positif dengan pengurusan sisa pembinaan dalam kalangan organisasi pembinaan di Nigeria. Dasar kerajaan juga memperlihatkan hubungan yang kukuh dan positif dengan pengurusan sisa pembinaan dalam organisasi pembinaan dan turut menyederhana dan memperkuat hubungan secara positif antara struktur organisasi dengan pengurusan sisa pembinaan di Abuja. Akhir sekali, kajian mendapati bahawa dasar kerajaan juga menyederhana hubungan antara sumber organisasi dengan pengurusan sisa pembinaan di Abuja. Hasil dapatan menyokong hubungan langsung yang dihipotesis dengan sebanyak 7.09 nilai *t* untuk hubungan struktur organisasi dan pengurusan sisa pembinaan, sejumlah 10.16 nilai *t* untuk hubungan sumber organisasi dengan pengurusan sisa pembinaan, dan sejumlah 5.42 nilai *t* untuk hubungan dasar kerajaan dengan pengurusan sisa pembinaan. Dasar kerajaan menyederhana hubungan antara struktur organisasi dengan pengurusan sisa pembinaan dengan sebanyak 2.61 nilai *t* dan turut menyederhana hubungan antara sumber organisasi dengan pengurusan sisa pembinaan dengan sejumlah 1.66 nilai *t*. Kajian ini memberikan sumbangan teori yang bersesuaian serta sumbangan amali kepada khalayak akademik, pihak industri dan penggubal dasar. Selain itu, kajian ini yang bertumpu kepada sisa bahan tidak berbahaya menyarankan agar organisasi pembinaan memberikan perhatian kepada faktor organisasi yang mempengaruhi pengurusan sisa pembinaan. Kajian juga mencadangkan agar kajian kes atau kaedah berbentuk kualitatif kajian diupayakan pada masa akan datang serta fokus kajian turut melihat aspek sisa berbahaya, masa dan sisa berlebihan.

Kata kunci: struktur organisasi, sumber organisasi, dasar kerajaan, pengurusan sisa pembinaan



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## LIST OF ABBREVIATIONS

AVE	Average Variance Extracted
CCME	Canadian Council of Ministers of the Environment
CEN	Centralization
CIDB	Construction Industry Development Board
CDWM	Construction and Demolition Waste Management
CWM	Construction Waste Management
DNSWM	Department of National Solid Waste Management
EGSPA	Environmental Goals and Sustainable
EWM	Environmental Waste Management
$f^2$	Effect Size
FOR	Formalization
GP	Government Policy
HND	Higher National Diploma
LISREL	Linear Structural RELationship
OGI	Organizational learning
ORGR	Organizational Resources
ORGS	Organizational Structure
OYAGSB	Othman Yeop Abdullah Graduate School of Business
PAYT	Pay As You Throw
PGD	Post Graduate Diploma
PhD	Doctor of Philosophy
PLS	Partial Least Squares
Q2	Construct Cross validated

R <sup>2</sup>	R-Square Values
SEM	Structural Equation Model
SPSS	Statistical Package for Social Science
SWMP	Site Waste Management Plan
TRL	Transformational Leadership
UK	United Kingdom
VIF	Variance Inflated Factor
PC	Composite Reliability



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## CHAPTER 1

### INTRODUCTION

This chapter presents the background of the study at the global level, the Nigerian scenario; next, the problem statement, focusing on the gap identified and current issues related to the construction waste management in Nigeria. The next section presents the research questions and the objectives of the study. Then, the significance of the study presented and followed by the scope of the study. The organization of the thesis and last but not least an operational definition of key terms was presented.

#### 1.1 Background of study

The term waste was derived from the Latin word “vastus”, meaning to destroy, to leave, deserted, or to fail to be developed (Pohjola, & Pongracz, 2002). Gourlay (1992) opined that wastes could be defined as unwanted things or unusable things. For this reason, waste is regarded as materials that are unwanted because they are deemed to have no value. The expression "waste" is defined as portable objects that are abandoned by the owner (this is the subjective meaning of waste) (Gutberlet & Hunte, 2008).

Construction waste is referred to as waste produced from the construction activities. It comprises of different materials resulting from different activities such as earth materials, for instance; vegetation, soil, and rocks as a result of excavation work, levelling of land, clearance of site, among others (Fatah *et al.*, 2003). For example, the wastes that could be

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